



2007 Annual Employee Survey Survey Results U.S. DEPARTMENT OF EDUCATION Surveys Returned: 2973



This is a summary-by-question of your organization's responses to the 2007 Annual Employee Survey. This summary displays results by Positive, Neutral, Negative, and where applicable, Do Not Know or No Basis to Judge responses.

*If your workbook contains trend to 2006, you will also see a column highlighting the Difference between 2007 and 2006 for the Positive and Negative scores. Positive scores in 2007 more favorable than 2006 by 10 or more percentage points are shaded **green**, while scores less favorable in 2007 by 10 or more percentage points are shaded **red**. Scores in 2007 that are less negative than in 2006 by 10 or more are shaded **green**, and an increase in negative scores is shaded **red**. No differences are color highlighted for Neutral and Don't Know/NBJ responses.*

How the scales are grouped for results:

Positive Responses	Neutral Responses	Negative Responses	Don't Know/No Basis to Judge
Strongly Agree + Agree	Neither Agree nor Disagree	Disagree + Strongly Disagree	
Strongly Agree + Agree	Neither Agree nor Disagree	Disagree + Strongly Disagree	Don't Know
Very Satisfied + Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied + Very Dissatisfied	
Very Satisfied + Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied + Very Dissatisfied	No Basis to Judge
Very Good + Good	Fair	Poor + Very Poor	

Personal Work Experiences

1. The people I work with cooperate to get the job done.

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
U.S. Department of Education	86	83	3	7	8	-1	7	8	-1

2. I am given a real opportunity to improve my skills in my organization.

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
U.S. Department of Education	65	60	5	16	18	-2	19	22	-3

3. I have enough information to do my job well.

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
U.S. Department of Education	71	69	2	14	16	-2	15	15	0

4. I feel encouraged to come up with new and better ways of doing things.

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
U.S. Department of Education	59	56	3	17	18	-1	24	26	-2

5. My work gives me a feeling of personal accomplishment.

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
U.S. Department of Education	71	67	4	14	17	-3	14	16	-2

6. I like the kind of work I do.

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
U.S. Department of Education	80	77	3	12	14	-2	8	9	-1

7. I have trust and confidence in my supervisor.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
U.S. Department of Education	67	61	6	15	19	-4	18	20	-2

8. I recommend my organization as a good place to work.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
U.S. Department of Education	56	50	6	22	25	-3	22	25	-3

9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
U.S. Department of Education	69	65	4	18	21	-3	13	14	-1

10. How would you rate the overall quality of work done by your work group?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
U.S. Department of Education	85	84	1	12	13	-1	3	3	0

Recruitment, Development & Retention

11. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	70	67	3	15	18	-3	12	14	-2	2	2

12. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	61	59	2	17	19	-2	21	21	0	1	1

13. My work unit is able to recruit people with the right skills.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	48	40	8	23	28	-5	23	27	-4	5	5

14. The skill level in my work unit has improved in the past year.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	51	49	2	26	28	-2	17	19	-2	6	4

15. I have sufficient resources (for example, people, materials, budget) to get my job done.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	55	52	3	15	19	-4	29	29	0	1	1

16. My talents are used well in the workplace.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	58	55	3	16	17	-1	25	27	-2	1	2

17. I know how my work relates to the agency's goals and priorities.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	81	81	0	12	11	1	6	7	-1	1	1

18. The work I do is important.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	87	85	2	8	10	-2	4	5	-1	0	0

19. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	67	65	2	13	15	-2	19	19	0	1	1

20. Supervisors/team leaders in my work unit support employee development.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	65	63	2	16	19	-3	18	17	1	1	1

21. Employees have electronic access to learning and training programs readily available at their desk.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	84	85	-1	10	10	0	4	4	0	2	2

22. My training needs are assessed.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	45	42	3	25	26	-1	27	30	-3	3	2

23. Employees in my work unit share job knowledge with each other.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	76	71	5	11	14	-3	13	15	-2	0	1

24. Employees use information technology (for example, intranet, shared networks) to perform work.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	88	89	-1	7	7	0	4	4	0	1	1

25. My agency offers career-building resources such as career counseling, a mentoring program, and career development seminars.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	55	48	7	20	32	-12	19	20	-1	6	N/A

26. I make use of work/life programs offered by my agency (e.g., flexible work schedules, telework/flexiplace, and employee assistance program).

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	68	61	7	15	23	-8	16	16	0	1	N/A

Performance Culture

27. Promotions in my work unit are based on merit.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	38	33	5	21	23	-2	31	37	-6	10	6

28. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	29	25	4	25	25	0	34	40	-6	12	9

29. Employees are rewarded for providing high quality products and services to customers.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	42	37	5	21	23	-2	32	38	-6	6	3

30. Creativity and innovation are rewarded.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	36	31	5	25	26	-1	33	40	-7	5	4

31. Pay raises depend on how well employees perform their jobs.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	29	26	3	23	24	-1	36	44	-8	11	7

32. Awards in my work unit depend on how well employees perform their jobs.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	40	37	3	19	19	0	30	38	-8	11	6

33. In my work unit, differences in performance are recognized in a meaningful way.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	30	28	2	24	26	-2	36	41	-5	9	6

34. My performance appraisal is a fair reflection of my performance.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	55	56	-1	17	15	2	23	28	-5	5	1

35. Discussions with my supervisor/team leader about my performance are worthwhile.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	57	53	4	18	19	-1	23	27	-4	2	1

36. I am held accountable for achieving results.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	82	81	1	11	13	-2	6	6	0	1	1

37. Supervisors/team-leaders in my work unit are committed to a workforce representative of all segments of society.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	55	52	3	23	24	-1	13	16	-3	8	8

38. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	48	46	2	25	26	-1	17	19	-2	10	9

39. Managers/supervisors/team leaders work well with employees of different backgrounds.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	61	57	4	19	21	-2	16	19	-3	5	4

40. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	54	55	-1	20	21	-1	23	23	0	4	2

41. I am aware of policies and programs in my agency that promote diversity.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	49	45	4	22	35	-13	20	20	0	9	N/A

42. My supervisor supports my need to balance work and family issues.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	79	78	1	12	12	0	8	9	-1	1	1

43. In my most recent performance appraisal, I understand what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding). *

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	54	N/A	N/A	15	N/A	N/A	24	N/A	N/A	7	N/A

Leadership

44. I have a high level of respect for my organization's senior leaders.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	45	40	5	24	27	-3	29	33	-4	1	1

45. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	37	28	9	25	28	-3	37	42	-5	1	1

46. My organization's leaders maintain high standards of honesty and integrity.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	45	40	5	26	28	-2	24	26	-2	6	5

47. Managers communicate the goals and priorities of the organization.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	60	56	4	19	21	-2	20	22	-2	1	1

* Please note that question 43 is a new question, and was not included in the 2006 Federal Human Capital Survey.

48. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	58	53	5	21	24	-3	14	15	-1	8	7

49. Employees are protected from health and safety hazards on the job.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	76	74	2	14	16	-2	7	8	-1	3	3

50. Employees have a feeling of personal empowerment with respect to work processes.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	38	35	3	25	25	0	34	37	-3	3	3

51. My workload is reasonable.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	63	58	5	14	16	-2	23	26	-3	0	1

52. My organization has prepared employees for potential security threats.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	78	79	-1	13	14	-1	7	7	0	3	1

53. Complaints, disputes or grievances are resolved fairly in my work unit.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	32	28	4	24	29	-5	19	24	-5	25	19

54. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	43	37	6	22	25	-3	21	27	-6	13	12

55. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	53	48	5	19	22	-3	12	15	-3	17	15

56. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	47	38	9	22	26	-4	19	24	-5	12	13

57. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	52	48	4	20	22	-2	26	27	-1	3	3

58. The importance of my work is communicated to me by (choose all that apply):

	<i>The Secretary</i>			<i>My POCs Senior Leader</i>			<i>My Immediate Supervisor</i>		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
U.S. Department of Education	18	22	-4	38	34	4	78	76	2

Job Satisfaction

59. How satisfied are you with your involvement in decisions that affect your work?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	55	48	7	21	22	-1	24	30	-6	0	0

60. How satisfied are you with information you receive from management on what's going on in your organization?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	49	43	6	23	24	-1	28	34	-6	0	0

61. How satisfied are you with recognition you receive for doing a good job?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	51	46	5	20	20	0	29	34	-5	0	0

62. How satisfied are you with policies and practices of your senior leaders?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	38	32	6	32	30	2	30	37	-7	0	0

63. How satisfied are you with opportunity to get a better job in your organization?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	31	28	3	35	32	3	33	41	-8	0	0

64. How satisfied are you with training you receive for your present job?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	55	51	4	25	28	-3	20	22	-2	0	0

65. Considering everything, how satisfied are you with your job?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	65	60	5	18	20	-2	17	20	-3	0	0

66. Considering everything, how satisfied are you with your pay?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	67	65	2	16	16	0	17	20	-3	0	0

67. Considering everything, how satisfied are you with your organization?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
U.S. Department of Education	55	49	6	22	25	-3	23	27	-4	0	0



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Demographics

1. Where do you work?

Headquarters	70%
Field	26%

2. What is your supervisory status?

Non-Supervisor	68%
Team Leader	10%
Supervisor	11%
Manager	4%
Executive	3%

3. Are you:

Male	36%
Female	58%

4. Are you Hispanic or Latino?

Yes	5%
No	88%

5. Are you:

White	54%
Black or African-American	28%
Native Hawaiian or Other Pacific Islander	0%
Asian	3%
American Indian or Alaska Native	1%
Two or more races (Not Hispanic or Latino)	3%

6. What is your age group?

25 and under	3%
26-29	4%
30-39	18%
40-49	26%
50-59	30%
60 or older	11%

7. What is your pay category/grade?

Federal Wage System	0%
GS 1-6	2%
GS 7-12	28%
GS 13-15	58%
Senior Executive Service	3%
Senior Level, Scientific, or Professional (SL, ST)	0%
Other	3%

8. How long have you been with the Federal Government (excluding military service)?

Less than 1 year	4%
1 to 3 years	10%
4 to 5 years	6%
6 to 10 years	14%
11 to 20 years	25%
More than 20 years	35%

9. How long have you been with ED?

Less than 1 year	7%
1 to 3 years	15%
4 to 5 years	7%
6 to 10 years	17%
11 to 20 years	26%
More than 20 years	22%

10. Are you:

Permanent	92%
Temporary	3%

11. Is your work schedule:

Full-time	94%
Intermittent	0%
Part-time	2%

12. Are you considering leaving your organization within the next year?

No	60%
Yes, to retire	5%
Yes, to take another job in the Federal Government	18%
Yes, to take another job outside the Fed. Government	5%
Yes, other	6%

13. I am planning to retire:

Within one year	4%
Between one and three years	10%
Between three and five years	10%
Five or more years	67%